

EXECUTIVE OFFICERS MEETING

SEPTEMBER 21, 1989

Things to Discuss

Agenda for the Challenge to Leadership being held on 9/28/89.

send a letter to Cardinal (Art)

Request to purchase tickets for a cocktail reception at Anthony's Pier IV to raise funds for the South Boston Boys/Girls Club. *TABLE*

Proposed upgrade from Delta Dental for benefits. *further discussion*

Request from United Farm Workers for support for the benefit entitled Allies for the '90's: United for Health. This benefit will be presented by the Gay and Lesbian Labor Activists Network. *out of town*

Table -

The Second Annual Labor Alcohol and Substance Abuse Services Training Institute - Oct. 22 - 27, 1989. *table*

4 Chapter Membership meeting sponsored by CLUW. *table - not working anymore*

10th Anniversary celebration for the Quincy Crisis Center - financial support. *Table Refer to Norfolk CCC*

Discuss request for payroll contribution and reimbursement of \$500 for Steve Sullivan's trip to Israel. *further clarification*

from Sandbach if approved

Request for payment from Segal, Roitman & Coleman.

Refer to Marty 1500 to 2000 where we are now

Kickoff rally for the Better Education Campaign/request for contribution. *Table*

Request from IBEW Local 2322 to waive per capita payment for the month of October. *check to see if they have acute financial problem*

Request for a contribution from the Int'l. Union of Police Assoc., AFL/CIO for injured or diseased workers on the job.

check with Mass Cop - Glen Parveth

- Petition Program - as in P set

- Olay's 10 tickets

BOYS & GIRLS CLUBS OF BOSTON

South Boston Clubhouse
50th Anniversary - Expansion & Rehab Campaign

Cocktail Reception at
Anthony's Pier IV

Wednesday, September 27th, 1989
5:30 P.M. to 7:00 P.M.

TICKET: \$100.00

6766

No.



9-14-89

Paul A. Archibald
Corde M. Bernard
Aldo Binda
Mary Binda
Hon. William M. Bulger
Thomas Butler
John Clifford
William Connolly
William Coyne
Helena S. Cybulski
John Day
Marianne Doran
JoAnn Dowling
Edward Downs
Thomas Driscoll
Francis Duggan
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Hon. Michael Flaherty
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Robert Seamans
Kenneth Sinkiewicz
Margaret Shaughnessy
Leo Stapleton
Gerald V. Vierbickas
Brian Wallace
Edward R. Wallace
Martin Williams, M.D.
Ronald D. Young



**BOYS & GIRLS CLUBS
OF BOSTON**

**THE SOUTH BOSTON CLUBHOUSE
50TH ANNIVERSARY
EXPANSION & REHAB CAMPAIGN**

CO-CHAIRMAN
Francis J. Mullin
John F. O'Brien

Francis J. Mullin

John F. O'Brien

September 7, 1989

Dear Friends of the South Boston Clubhouse:

We reserve a special place in our hearts for the South Boston Clubhouse. As co-chairman of the Fiftieth Anniversary Expansion and Rehab Campaign, we hope you too appreciate the opportunities the Club continues to afford the youth of our community.

On Wednesday, September 27th at 5:30 p.m., at Anthony's Pier IV a cocktail party will inaugurate the drive to raise funds for the expansion and rehab of the South Boston Clubhouse. We envision a Clubhouse equipped to meet the needs of South Boston's youth for the next 50 years.

Commitments from the George Robert White Fund (City of Boston) and the Charles Hayden Foundation established the base on which our visions continue to develop. The Charles Hayden Foundation in fact has forwarded a challenge to the adult community. The Hayden Foundation will match every contribution made at the September cocktail party. It's not often that one hundred dollars becomes two hundred dollars before the last stuffed clam has been consumed.

Youth development is the business and passion of the South Boston Clubhouse. As we prepare to enter the 1990's think about the staffing and facility demands of servicing the needs of 6-18 year olds. The Boys & Girls Club has always met the challenges of youthful exuberance and curiosity by providing continuous opportunities to develop their social, emotional, cultural, physical and educational skills. Please help us meet the challenge of servicing today's youth by accepting the Hayden Challenge.

If you plan to attend, please forward a check within the enclosed return envelope before the 27th.

Thank you for your attention and support.

Frank Mullin
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Jack O'Brien
Jack O'Brien

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50th Anniversary - Expansion & Rehab Campaign

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Wednesday, September 27th, 1989

5:30 P.M. to 7:00 P.M.

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FENWAY COMMUNITY HEALTH CENTER
16 Haviland Street
Boston, Massachusetts 02115



UNITED FARM WORKERS
OF AMERICA, AFL-CIO

Bble

filed
gallan

Dear Friend,

On Friday, October 13th, **Cesar Chavez, President of the United Farm Workers Union (UFW)** will be appearing at a benefit at the New England Hall in Boston entitled **ALLIES FOR THE 90'S: UNITED FOR HEALTH**. This benefit is to raise funds both for the work of his union and the **Fenway Community Health Center (FCHC)**, a health center which has a long history of working to meet the health needs of the gay and lesbian community.

This event is being presented by the **Gay and Lesbian Labor Activists Network (GALLAN)** which by working with the UFW and the FCHC, is hoping to publicize the link between the life threatening health and human rights concerns of the gay/lesbian and farm worker populations. We are committed to making this event a success and ask that you do the same.

This benefit will celebrate the unique commonality between the Farm Workers and the Fenway. While the UFW has waged a national grape boycott to end the use of toxic pesticides, which have caused their families inestimable suffering due to cancer and birth defects, FCHC is fighting against AIDS as it works to maintain and increase urgently needed services for the gay and lesbian community.

UNITED FOR HEALTH is an opportunity for these communities and all those who support them to join together to demand a stop to the continued systematic affront to their health rights and to reach across barriers building powerful coalitions for the future.

Appearing with Cesar Chavez will be The Flirtations, an a cappella singing group from New York, which has received rave reviews for their energetic, entertaining and gay positive performances.

We are writing to ask your support for this important event. You can help by:

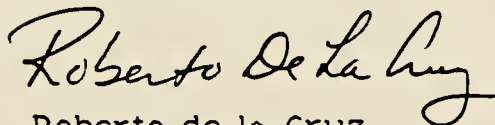
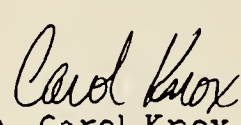
- becoming a **sponsor** for a contribution of \$50, or an **endorser** for a contribution of \$25
- **publicizing the event** in any way that you can
- **attending the event!** Tickets are \$10 in advance and are available by calling Steve Huber at 267-0900 x203, or at the door for \$12.

(OVER)

Please fill out the attached form and return it as soon as possible in the enclosed envelope!

We thank you for joining with us and Cesar Chavez in supporting this important fundraising and educational effort.

In Solidarity,

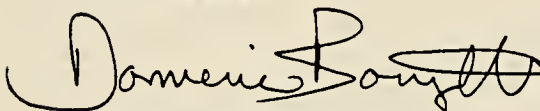

 

Roberto de la Cruz
VP, United Farm
Workers

A. Carol Knox
VP, District 65/UAW

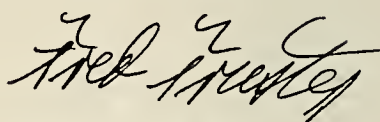


Celia Wcislo
Pres., SEIU 285

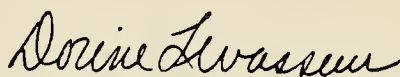
 

Domenic Bozzotto
Pres., HERE Local 26

Kris Rondeau
HUCTW/AFSCME*



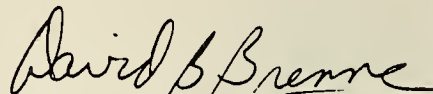
Fred Trusten
Pres., SEIU 509



Dorine Levasseur
Pres., SEIU 925



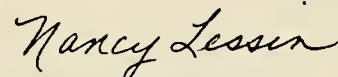
Meizhu Lui
Pres., AFSCME 1489



David Brenner
Pres., Local 66



William Murphy
Organizer, Painters
District Council #35*



Nancy Lessin
Dir., Mass. Coalition for
Occupational Safety &
Health (MassCOSH)



Charles Rulter
Business Agent,
IUE Local 201

*For Identification Purposes only

FENWAY/FARM WORKER FUNDRAISER SOLIDARITY FORM

-- Please fill out and return this form --

YES! I support the fundraiser for the Farm Workers and the Fenway Community Health Center.

All contributors will receive one free ticket and will be listed in the program.

I WILL:

_____ BE A \$50 Endorser

_____ BE A \$25 Sponsor

_____ Sorry, I can't sponsor but will buy _____ tickets at \$10 each.

Please find check in amount of _____.

Please list me on the Program as _____

Checks payable to Farm Worker/Fenway Fundraiser and should be sent to:

Farm Worker/Fenway Fundraiser
Fenway Community Health Center
Attn. Steve Huber
93 Massachusetts Ave. 3rd Floor
Boston, MA 02115

Ticket(s) will be sent to you upon receipt of payment.

Life
off



field

Hands to Help

**CENTRAL LABOR
REHABILITATION COUNCIL
OF NEW YORK, INC.**

AND

**THE MEDIPLEX GROUP
ALCOHOL, SUBSTANCE ABUSE & PSYCHIATRIC
DIVISION**

PRESENT:

**The Second Annual Labor
ALCOHOL
and
SUBSTANCE ABUSE
SERVICES TRAINING INSTITUTE**

October 22 — 27, 1989

Bayberry Land

Southampton

New York



CENTRAL LABOR REHABILITATION COUNCIL OF NEW YORK, INC.

HARRY VAN ARSDALE, JR.
Founder

JAMES JOY, JR.
Chairman of the Board

TED H. JACOBSEN
Secretary

THOMAS VAN ARSDALE
President

MARGARET SAMUELS
Treasurer

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JOHN J. GEHAN
Administrator

GERALD R. WATERS, SR.
Administrator Emeritus

“Social Service Arm of the Trade Union Movement”



THE BEGINNING . . .

Comments from The First Annual

"Education and rehabilitation of substance and alcohol abusers are necessary for a more productive and healthier society. I want to be instrumental in this accomplishment and the seminar has brought me closer to realizing this goal."

—Corinne Smith
President, Local 107
District Council 1707,
AFSCME, AFL-CIO
New York City

"The wealth of knowledge and experience of some of the other participants and speakers and the contacts I have made for the future will no doubt be extremely beneficial to me."

—Darrell L. Jacobs
Local 504
Air Transport
TWU, AFL-CIO
New York City

"The fact that the training put Labor and professional people together to tackle the problem of chemical dependency was very important to us. Comparable professional seminars rarely address the dilemmas of union representation and the hazards of enabling special to Labor Representatives."

—Mark Dudzic, President, Local No. 8-149
Oil, Chemical and Atomic Workers
International Union
Rahway, New Jersey

"The excellent training and the chance I had to listen to the timely addresses will be with me for a long time to come. Aside from the rich education growth experience was the additional benefit of new found friends and the opportunity to network on like ideas and concepts we shared."

—Chris Elliott
Area Coordinator, Projects with Industry
International Association of Machinists
Center for Administering Rehabilitation
and Employment Services,
Wichita, Kansas

"It was an incredible week. The speakers and workshop leaders were outstanding. All facets of the Institute were very well planned and organized. And for me, being so far away from home, it was a delightful experience in sharing, caring and trade union solidarity."

—Kathy Hannan, Union Representative
UFCW, Local 99R
Tuscon, Arizona

"The beauty of Bayberry Land and its excellent accommodations, combined with so many warm, caring and friendly folks, created a very wonderful event."

—Beverly Koerner, BSW
Member Assistance Program
Local 66-40, ILGWU
New York City



LABOR'S PROFESSIONAL AND PRODUCTIVE PRESENCE

The First Annual Labor Alcohol and Substance Abuse Services Training Institute is history. It has been clearly demonstrated that labor is a positive force in attacking the problems of chemical dependency.

The Central Labor Rehabilitation Council of New York, Inc. is proud to present the "Second Annual." It represents a continuance of quality education and solid evidence that labor's involvement in human services is a meaningful one.

Recognition is proudly given to the officers of the Rehabilitation Council for their guidance: Thomas Van Arsdale, President; James Joy, Jr. Chairman of the Board; Ted H. Jacobsen, Secretary; and Margaret Samuels, Treasurer.

MEDIPLEX

The Mediplex Group, Alcohol, Substance Abuse & Psychiatric Division, owns or manages eight (8) facilities for the treatment of chemical dependency and psychiatric disorders. Beginning with Spofford Hall in Keene, New Hampshire in 1980, the group has grown to include Arms Acres, Carmel, New York; Conifer Park, Scotia, New York; Mountain Wood, Charlottesville, Virginia; Clear Pointe, Lake Ozark, Missouri; Cedar Ridge, Shawnee, Kansas; and our two psychiatric facilities—Holliswood Hospital, Queens, New York and Savannas Hospital, Port St. Lucie, Florida.

Mediplex Alcohol and Substance Abuse facilities have built reputations as leaders in clinical excellence and innovation in the treatment of alcoholism. Specialized programs serving heroin and cocaine addicts, women, adolescents, impaired professionals and chronic relapse, are hallmarks of Mediplex-managed facilities. Groups focusing on adult children of alcoholics, Vietnam veterans, grief and senior citizens, are also given regular attention. The in-patient programs are supported by a network of regional offices that provide assessment, out-patient, continuing care, community education and training services.

This same formula of professionalism, dedication and expertise extends to our short term, acute care psychiatric hospitals. Here the integration of mainstream methodologies with contemporary psychosocial approaches are provided in our adult, adolescent, eating disorders, dual diagnosis and intensive treatment programs. Further support and reinforcement of in-patient treatment is available through our continuing care plan. Community education and training services are also provided.

Recognizing the scope and impact of substance abuse in the workplace, the Mediplex-managed facilities have, for many years, worked with unions nationwide in joint efforts to train members in the prevention and treatment of the chemically dependent.



PROGRAM

SUNDAY, OCTOBER 22, 1989

- 3:00—5:00 p.m. **Arrival**—Crimmins Auditorium
Registration and Room Assignments
- 5:00—6:00 p.m. **Reception**—Crimmins Auditorium
- 6:00—7:00 p.m. **Buffet Dinner**—Manor House
- 7:15—9:15 p.m. **Welcome**—Crimmins Auditorium
Gerald R. Waters, Sr.
Administrator Emeritus
Central Labor Rehabilitation Council of New York, Inc.
William J. Hartigan
President, Chief Executive Officer
The Mediplex Group, Wellesley, Massachusetts.
- Special Address:**
Vincent R. Sombrotto, President,
National Association of Letter Carriers
Chairman, Community Services, AFL-CIO
Washington, D.C.
- Keynote:**
“Gearing up for the Nineties”
Father John McVernon,
Director of Community Education,
The Mediplex Group

MONDAY, OCTOBER 23, 1989

- 7:00 a.m. Wake Up
- 8:00—9:00 a.m. Breakfast—Manor House
- 9:00—10:15 a.m. Concurrent Courses TRACK I
#1 **Continuing Care & Relapse Prevention**
#2 **Women and Addiction**
#3 **Creative Group Skills for Cocaine Treatment**
#4 **Addressing Addiction in the Workplace**
- 10:15—10:45 a.m. Break
- 10:45 a.m.—12:00 p.m. Concurrent Courses TRACK II
#5 **Dysfunctional Families and Addictions:
Breaking the Cycle of Co-Dependency**
#6 **Client Treatment From A to Z**
#7 **Treatment of the Black and Hispanic
Client from a Socio-Cultural Perspective**
#8 **Intervention Skills Development**
- 12:00—1:00 p.m. Lunch—Manor House



- 1:15—2:30 p.m. Repeat of Concurrent Courses TRACK I
- #1 **Continuing Care & Relapse Prevention**
 - #2 **Women and Addiction**
 - #3 **Creative Group Skills for Cocaine Treatment**
 - #4 **Addressing Addiction in the Workplace**
- 2:30—3:00 p.m. Break
- 3:00—4:15 p.m. Repeat of Concurrent Courses TRACK II
- #5 **Dysfunctional Families and Addictions:
Breaking the Cycle of Co-Dependency**
 - #6 **Client Treatment From A to Z**
 - #7 **Treatment of the Black and Hispanic
Client from a Socio-Cultural Perspective**
 - #8 **Intervention Skills Development**
- 4:30—5:45 p.m. **Special Interest Seminar**
“Adolescent Chemical Dependency and the Family System”
 Raymond F. McGarty, MSE, Clinical Director,
 Conifer Park, Scotia, New York
- 5:45—6:45 p.m. Dinner—Manor House
- 7:00—9:00 p.m. Film Presentation
- 9:00 p.m. Support Groups

TUESDAY, OCTOBER 24, 1989

- 7:00 a.m. Wake Up
- 8:00—9:00 a.m. Breakfast—Manor House
- 9:00—10:15 a.m. Concurrent Courses TRACK I
- #1 **Continuing Care & Relapse Prevention**
 - #2 **Women and Addiction**
 - #3 **Creative Group Skills for Cocaine Treatment**
 - #4 **Addressing Addiction in the Workplace**
- 10:15—10:45 a.m. Break
- 10:45 a.m.—12:00 p.m. Concurrent Courses TRACK II
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 - #6 **Client Treatment From A to Z**
 - #7 **Treatment of the Black and Hispanic
Client from a Socio-Cultural Persepctive**
 - #8 **Intervention Skills Development**
- 4:30—5:45 p.m. Free Time
- 5:45—6:45 p.m. Dinner—Manor House
- 7:00—8:00 p.m. **Special Interest Seminar**
“Dual Diagnosis: Definition and Treatment Strategies”
Patricia R. Attia, MSW, CAC, Program Director
Holliswood Hospital, Queens, New York
- 8:00—9:00 p.m. Free Time
- 9:00 p.m. Support Groups

WEDNESDAY, OCTOBER 25, 1989

- 7:00 a.m. Wake Up
- 8:00—9:00 a.m. Breakfast—Manor House
- 9:00—10:15 a.m. Concurrent Courses TRACK I
- #1 **Continuing Care & Relapse Prevention**
 - #2 **Women and Addiction**
 - #3 **Creative Group Skills for Cocaine Treatment**
 - #4 **Addressing Addiction in the Workplace**
- 10:15—10:45 a.m. Break
- 10:45 a.m.—12:00 p.m. Concurrent Courses TRACK II
- #5 **Dysfunctional Families and Addictions:
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 - #6 **Client Treatment From A to Z**
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Breaking the Cycle of Co-Dependency**
#6 **Client Treatment From A to Z**
#7 **Treatment of the Black and Hispanic
Client from a Socio-Cultural Perspective**
#8 **Intervention Skills Development**
- 4:30—5:45 p.m. **Special Interest Seminar**
“Chemical Dependency and Its Effect on Infant Mortality”
Karla Damus, Ph.D., Director
James Lombardi, MPH, Assistant Director,
Research and Epidemiology,
Bureau of Maternity Services and Family Planning,
NYC Department of Health
- 5:45—6:45 p.m. Dinner—Manor House
- 7:00—8:00 p.m. **Special Address:**
“Spiritual Dimensions of Recovery”
Father Coleman Costello, President,
Outreach Project, Queens, New York
- 8:00—9:00 p.m. Free Time
- 9:00 p.m. Support Groups

THURSDAY, OCTOBER 26, 1989

- 7:00 a.m. Wake Up
- 8:00—9:00 a.m. Breakfast—Manor House
- 9:00—10:15 a.m. Concurrent Courses TRACK I
#1 **Continuing Care & Relapse Prevention**
#2 **Women and Addiction**
#3 **Creative Group Skills for Cocaine Treatment**
#4 **Addressing Addiction in the Workplace**
- 10:15—10:45 a.m. Break



- 10:45 a.m.—12:00 p.m. Concurrent Courses TRACK II
- #5 **Dysfunctional Families and Addictions:
Breaking the Cycle of Co-Dependency**
 - #6 **Client Treatment From A to Z**
 - #7 **Treatment of the Black and Hispanic
Client from a Socio-Cultural Perspective**
 - #8 **Intervention Skills Development**
- 12:00—1:00 p.m. Lunch—Manor House
- 1:15—2:30 p.m. Repeat of Concurrent Courses TRACK I
- #1 **Continuing Care & Relapse Prevention**
 - #2 **Women and Addiction**
 - #3 **Creative Group Skills for Cocaine Treatment**
 - #4 **Addressing Addiction in the Workplace**
- 2:30—3:00 p.m. Break
- 3:00—4:15 p.m. Repeat of Concurrent Courses TRACK II
- #5 **Dysfunctional Families and Addictions:
Breaking the Cycle of Co-Dependency**
 - #6 **Client Treatment From A to Z**
 - #7 **Treatment of the Black and Hispanic
Client from a Socio-Cultural Perspective**
 - #8 **Intervention Skills Development**
- 4:30—5:45 p.m. Free Time
- 5:45—6:45 p.m. Dinner—Manor House
- 7:00—8:00 p.m. **Special Interest Seminar**
“Eating Disorders: Another Form of Addiction”
Samuel C. Klagsbrun, M.D., Medical Director,
Four Winds Hospital, Katonah, New York
- 8:00—9:00 p.m. Free Time
- 9:00 p.m. Support Groups

FRIDAY, OCTOBER 27, 1989

- 7:00 a.m. Wake Up
- 8:00—9:00 a.m. Breakfast—Manor House
- 9:00—10:00 a.m. **Hands to Help**
John Ward, Director
Alcohol and Drug Program,
Medical Department, Consolidated Edison
- 10:00—11:00 a.m. **Closing Remarks/Awards Ceremony**
George Schuck, Jr.,
Chairman—Educational and Cultural
Fund of the Electrical Industry



Course Descriptions Track I

#1 CONTINUING CARE AND RELAPSE PREVENTION

Jeanne W. Mertz, CSW, CEAP
Senior Counselor
Central Labor Rehabilitation Council of New York, Inc.
Joel Bradley, CAC
Regional Services Representative
New York City
Arms Acres/Conifer Park

Relapse is a threat or a fact of life for every recovering person. This course will explore the process of recovery and relapse as it relates to working people. Practical approaches for the union counselor in protecting recovery and a teamwork approach with treatment programs will be highlighted.

#2 WOMEN AND ADDICTION

Edna Henry, CAC
Director of the Adult Program
Arms Acres, Carmel, New York

Chemically dependent women have special needs which must be identified and addressed in treatment. To the surprise of many, working women in America have the same propensity toward addiction as males. This course will explore chemical dependency and the following issues: sexuality, self-esteem, anxiety/depression, family roles, health and life span development.

#3 CREATIVE GROUP SKILLS FOR COCAINE TREATMENT

Barbara Eisenstadt, Ed.D., CSAC
Director of Substance Abuse and Cocaine Programs
Conifer Park, Scotia, New York

This is an experimental course which will demonstrate a series of progressive skill building techniques which can be utilized in a wide variety of clinical situations with cocaine clients when traditional group therapy skills seem ineffective. Demonstrations will include: exercise to warm up group; build trust in group; build self-esteem; enhance group bonding; as well as exercises and methods of breaking through denial.

#4 ADDRESSING ADDICTION IN THE WORKPLACE

James F. Hart, MA, CSW, CAC
Director of Special Projects
The Mediplex Group, Inc.

The course has been designed to look at the practical implications of addictions at the labor based worksite. The loss of time, productivity, accidents, arbitrations and enabling will be examined. Class members will be asked to do role playing as a way of understanding the systematic distortion of alcoholism and drug addiction. Participants will also gain insight into the changing values and attitudes in working class America.



Course Descriptions Track II

#5 **DYSFUNCTIONAL FAMILIES AND ADDICTIONS: BREAKING THE CYCLE OF CO-DEPENDENCY**

John Neikirk, MSW
Associate Executive Director
Conifer Park, Scotia, New York
Carol Crocker, BA, CAC
Training Manager of Staff Development
Conifer Park, Scotia, New York

The course will focus on several aspects of co-dependency and family dynamics connected with alcohol and substance abuse. Sessions will cover identification, intervention, treatment and recovery all from a workplace perspective. Participant interaction will be encouraged and the instructors will use a variety of teaching techniques including: lecture, role-play, experimental demonstrations, paper and pencil exercises, written handouts and question and answer sessions. At the end of the course, participants will have an increased knowledge and confidence in addressing co-dependency and family issues in the workplace.

#6 **CLIENT TREATMENT FROM A TO Z**

Christine Cauffield, MS, CEAP
Regional Services Representative
New York City
Arms Acres/Conifer Park

This course is designed to take you through the steps of client treatment—from the moment you receive a client phone call to the time of completion. Counseling skills will be explored to enhance your ability to engage the client, as well as assessment and documentation techniques. The correct procedures to follow with referral resources will be addressed. Upon completion of this course, participants will have a better understanding of case process/case management requirements.

#7 **TREATMENT OF THE BLACK AND HISPANIC CLIENT FROM A SOCIO-CULTURAL PERSPECTIVE**

Paige Edward Cook, Jr., CSW
Director of Social Services
Personal Service Unit
Health and Security Plan, District Council 37
AFSCME, AFL-CIO
New York, New York
Richard Santiago, CSW
Assistant Director, Regional Services
Arms Acres, Carmel, New York

This workshop will provide an overview of cross-cultural counseling, with a special emphasis on the Black and Hispanic client. The role of culture from a historical, socio-cultural perspective will be explored. Participants will be able to identify the specific cultural elements which may impact the treatment process. Elements such as religion, family, gender, and cultural values will be addressed.

#8 **INTERVENTION SKILLS DEVELOPMENT**

Greg Rupp
Regional Services Coordinator
Arms Acres, Carmel, New York

This course will train participants to intervene with the chemically dependent person who is in need of treatment, but who is unwilling to seek help. Role-playing as to how to set up an intervention involving family, friends, and co-workers will be demonstrated and formal and informal intervention techniques will be outlined as well as the role the family plays in the addiction.



*Credentialed Alcoholism Counselor (CAC) Credits
have been applied for through the
New York Federation of Alcoholism Counselors, Inc.*

*Credentialed Employee Assistance Professionals (CEAP) Credits
have been applied for through the
Employee Assistance Credentialing Commission (EACC)*

The Officers, Board of Directors and Staff of the
Central Labor Rehabilitation Council of New York Inc.
wish to acknowledge the guidance and
cooperation of the Division of Substance Abuse Services
of the State of New York.
Their assistance is invaluable.

☆ ☆ ☆

PLANNING COMMITTEE

JOHN J. GEHAN

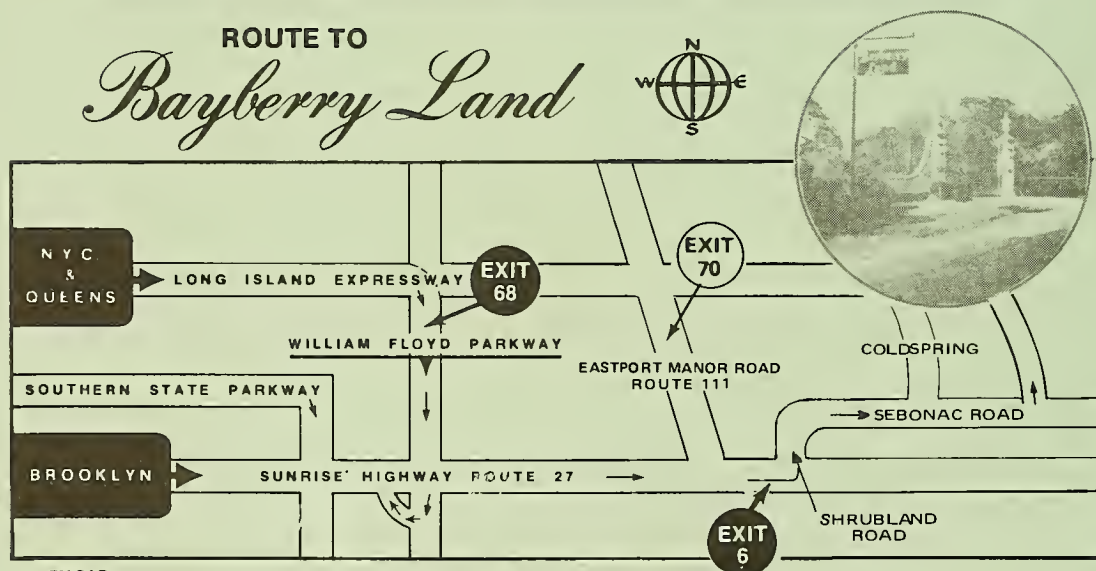
DEBORAH HART

JAMES F. HART

RICHARD SANTIAGO

GERALD R. WATERS, SR.

DIRECTIONS TO BAYBERRY LAND—



BY CAR

North Shore:

Take the Long Island Expressway to Exit 68 — William Floyd Parkway or Exit 70 — Eastport Manor Road — Route 111 — take either road south to Sunrise Highway (Route 27); take Route 27 East to Southampton.

South Shore:

Take Southern State Parkway to Sunrise Highway (Route 27); take Route 27 East to Southampton.

SPECIAL NOTE:

In Southampton, shortly after crossing the Shinnecock Canal Bridge the highway narrows; there will appear a sign on the right side of the road, it says Exit 6 - Sebonac Road - Turn left into Shrubland Road and continue straight onto Sebonac Road to Bayberry Land.



HOW TO REGISTER

A. GENERAL INFORMATION

1. Fill out Registration Form and mail no later than October 16 to:
CENTRAL LABOR REHABILITATION COUNCIL OF NEW YORK, INC.
ALCOHOL AND SUBSTANCE ABUSE TRAINING INSTITUTE
386 Park Avenue South
New York, New York 10016
2. Full time registration only. There will be no daily registration.
3. Registration Fee is \$750.00. This includes tuition, course materials, lodging, and meals. PLEASE MAKE CHECKS PAYABLE TO:
CENTRAL LABOR REHABILITATION COUNCIL OF NEW YORK, INC.
4. Registration will be processed once payment is received and a registration package of information containing a confirmation letter, course assignments, lodging and travel information, will be sent.
5. For more information please contact John Gehan, Central Labor Rehabilitation Council of New York, Inc. (212) 532-7575.

B. COURSE SELECTION

There are eight different courses offered, TRACK I (courses 1-4) will be offered from 9:00-10:15 AM and then repeated in the afternoon from 1:15-2:30 PM. TRACK II (courses 5-8) will be offered from 10:45 AM-12:00 PM and then repeated in the afternoon from 3:00-4:15 PM.

You must register for TRACK I and TRACK II during the morning session and at least one course from either TRACK I or TRACK II during the afternoon session. **Participants must register for one course in the afternoon; selection of a second is optional.** Credits awarded will be based on hours of participation. Three courses must be taken; you may register for four. Please note sample on page 14.



Sample Course Registration

MORNING SESSION—PLEASE REGISTER FOR BOTH TRACKS

A. TRACK I 9:00—10:15 AM Monday through Thursday

Title #2 WOMEN AND ADDICTION (1st choice)

Title #4 ADDICTION IN THE WORKPLACE (2nd choice)

B. TRACK II 10:45—12:00 PM Monday through Thursday

Title #6 CLIENT TREATMENT FROM A TO Z (1st choice)

Title #8 INTERVENTION SKILLS DEVELOPMENT (2nd choice)

AFTERNOON SESSION—PLEASE REGISTER FOR EITHER OR BOTH OF TRACK I AND TRACK II. A SECOND COURSE REGISTRATION IS OPTIONAL

A. TRACK I 1:15—2:30 PM Monday through Thursday

Title #3 GROUP SKILLS FOR COCAINE TREATMENT (1st choice)

Title #1 CONTINUING CARE AND RELAPSE PREVENTION (2nd choice)

_____ I DO NOT WISH TO REGISTER

NOTE:

YOU MUST REGISTER
FOR ONE COURSE IN
THE AFTERNOON.
REGISTRATION FOR
TWO COURSES IS
OPTIONAL.

B. TRACK II 3:00—4:15 PM Monday through Thursday

Title #5 DYSFUNCTIONAL FAMILIES (1st choice)

Title #7 TREATMENT OF THE BLACK AND HISPANIC (2nd choice)

_____ I DO NOT WISH TO REGISTER



Registration Form

MAIL NO LATER THAN OCTOBER 16, 1989

NAME: _____

LOCAL/INTERNATIONAL: _____ OTHER: _____

TITLE: _____ TELEPHONE: _____

ADDRESS: _____

CITY: _____ STATE _____ ZIP _____

COURSE REGISTRATION—MORNING SESSION—PLEASE REGISTER FOR BOTH TRACKS

A. TRACK I 9:00—10:15 AM Monday through Thursday

Title _____ (1st choice)

Title _____ (2nd choice)

B. TRACK II 10:45—12:00 PM Monday through Thursday

Title _____ (1st choice)

Title _____ (2nd choice)

AFTERNOON SESSION—PLEASE REGISTER FOR EITHER OR BOTH OF TRACK I AND TRACK II. A SECOND COURSE REGISTRATION IS OPTIONAL

A. TRACK I 1:15—2:30 PM Monday through Thursday

Title _____ (1st choice)

Title _____ (2nd choice)

_____ I DO NOT WISH TO REGISTER

B. TRACK II 3:00—4:15 PM Monday through Thursday

Title _____ (1st choice)

Title _____ (2nd choice)

_____ I DO NOT WISH TO REGISTER

☐ Enclosed is my check payable to Central Labor Rehabilitation Council of New York, Inc.

Lodging Information:

☐ I prefer a non-smoking room assignment

☐ I require a special diet

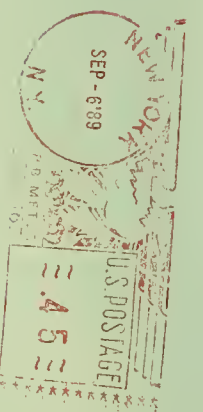
☐ I prefer a smoking room assignment



Central Labor Rehabilitation Council of New York, Inc.
386 Park Avenue South
New York, New York 10016

ADDRESS CORRECTION REQUESTED

The AFL-CIO
A
Proud Tradition



Robert J. Hayes

Secretary-Treasurer

Massachusetts AFL-CIO

8 Beacon St.

300 Flushing Ave., Boston, Massachusetts
02108

Second Annual Labor Alcohol And
Substance Abuse Services Training Institute



file 9-8-89

Coalition of Labor Union Women Greater Boston Chapter

145 Tremont Street, 2nd fl., Boston, MA 02111

ATTENTION: ALL GREATER BOSTON CLUW MEMBERS

COME TO A CHAPTER MEMBERSHIP MEETING !

THURSDAY, SEPT. 14

7-9 P.M.

SEIU 285, 7th FLOOR

145 TREMONT STREET, BOSTON

(Across from the MBTA Park Street Station)

after 5:30

HEAR ABOUT TWO IMPORTANT ISSUES AFFECTING WORKING WOMEN TODAY-

- * Why Pro-choice is a working women's issue
 - * The Telephone Workers Strike: The real story of how NYNEX treats its female employees
- what are we doing about this*

FIND OUT WHAT'S HAPPENING IN OUR CLUW CHAPTER AND HOW YOU CAN BE A PART OF IT

AGENDA:

- I. Introductions and Review of future Chapter events
- II. Presentations: Pro-choice as a working women's issue
The REAL story of the Telephone Workers Strike
- III. Developing strategies for us to take these issues back to our locals
- IV. Planning for our Chapter event in October to honor union women leaders
- V. Socializing !!

JOIN CLUW MEMBERS FOR THE "LABOR OF LOVE WALKATHON"

Sunday, Sept. 10 - 12:30pm

Our Greater Boston CLUW Chapter will be walking with our union sisters and brothers in the "Labor of Love Walkathon" for the homeless sponsored by the Mass. AFL-CIO. The proceeds will be divided among 4 area shelters: The Shattuck Shelter, St. Ambrose Family Inn, Casa Myrna Vazquez and the Packard Manse Shelter.

You are invited to join other members of CLUW as we walk the 6.2 miles! I've enclosed pledge sheets if you are going to walk. If you can't join us in the walk and you would like to give a pledge to the designated walkers of CLUW, please call me at 354-2283 and leave a message.

We will be meeting at the start of the walk at the Boston Common. Look for the Greater Boston CLUW banner. Come walk or cheer us on!!

**SEE YOU AT THE MEMBERSHIP MEETING ON THURSDAY, SEPT. 14.
COME AT 6:45 FOR REFRESHMENTS AND PRE-MEETING SOCIALIZING!**

In solidarity Joanie Parker

**LATE ANNOUNCEMENT:
SUPPORT RALLY FOR SCHOOL BUS DRIVERS
FRIDAY, SEPT. 8 7PM 231 COMMUNITY CHURCH
ROXBURY
CALL ME OR 427-9344 FOR DETAILS**

MASSACHUSETTS AFL/CIO LABOR OF LOVE WALKATHON



INDIVIDUAL PLEDGE FORM FOR 6.2 MILES

NAME: _____

ADDRESS: _____

PHONE#: _____

LOCAL UNION: _____ NUMBER: _____

PROCEEDS TO BENEFIT THREE AREA HOMELESS SHELTERS.

SEPTEMBER 10, 1989

SPONSORED BY THE MASS. AFL/CIO

AMOUNT PER MILE:

\$

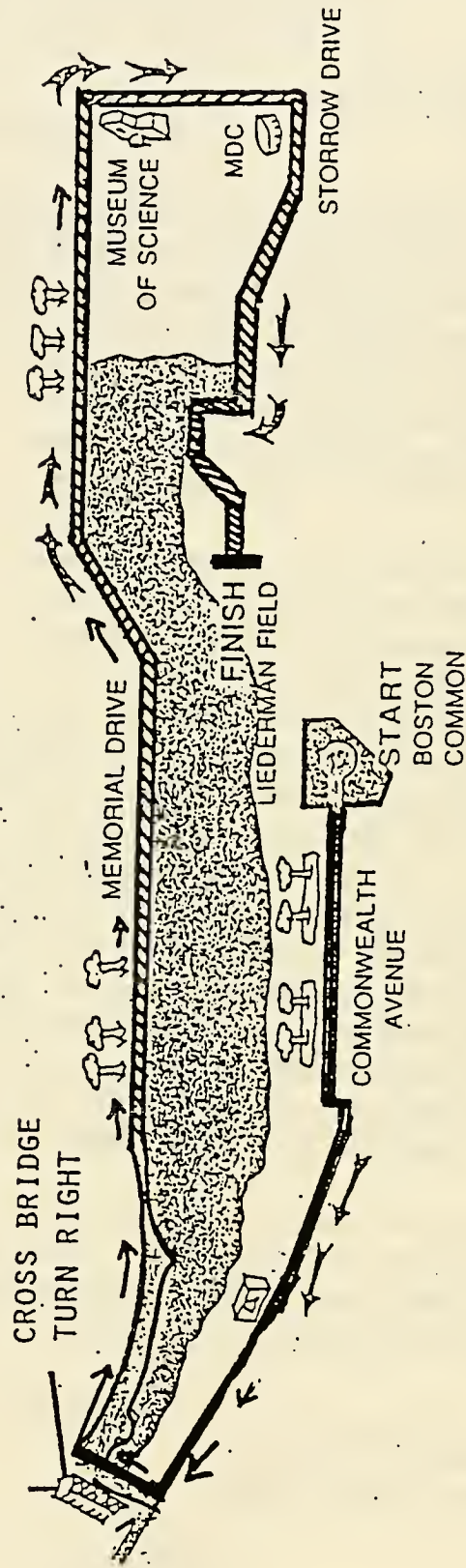
PLEDGED BY:

DATE:
TIME:
DISTANCE:

SUNDAY, SEPTEMBER 10, 1989
12:30 P.M. (Start)
6 Miles (all on sidewalks) - approx.

ROUTE:

Start at Boston Common - proceed along Commonwealth Avenue - right over the B.U. Bridge and down Memorial Drive, past the Science Museum to Storror Drive, finishing at Leiderman Field.



At Civil War Memorial
Park & Beacon Street (Opp. State House)



Coalition of Labor Union Women *Greater Boston Chapter*

145 Tremont Street, 2nd fl., Boston, MA 02111

Sept. 5, 1989

Dear Friends of Striking Telephone Workers,

Last week we held a press conference to send a message to NYNEX that the women's community is watching the negotiations with the telephone workers. We focused on several issues of concern about the treatment of NYNEX and New England Telephone (NET) toward their female employees. In particular, we emphasized the widening wage gap between women and men including the lack of upgrading, the random monitoring without notification and disciplinary tactics such as having to ask permission to go to the bathroom and the 16 second criteria for completing a call. NOW IT IS TIME FOR US TO FOLLOW UP ON OUR MESSAGE.

This week in a letter to The Boston Phoenix, one of the striking telephone operators pointed out why NET isn't one of the best Boston businesses to work for. This is followed by a response from Peter Bertschmann, V.P. for Human Resources at NET. (NET is in charge of negotiating regional and local contract language.) He asserts that the situations raised are not company policy but a problem of "managers using 'poor judgment.'" As a solution, he states that "If these kind of things are going on, I want to know about it and we'll fix it." WE WANT HIM TO KNOW THESE THINGS ARE GOING ON AND WE DO WANT HIM TO "FIX IT."

Telephone operators and clericals on strike are letting him know exactly what is going on. We must add our voices to tell him we are holding him to his word. Our job as supporters of the strikers is to write a letter to Mr. Bertschmann at New England Telephone explaining the issues and insisting that he fix them by negotiating contract language that would make the solutions permanent. Members of the IBEW 2222 have presented contract language addressing these issues at the bargaining table with NET. So far they have been ignored.

You can help today. Write a letter - get your friends and co-workers to write letters-to Mr. Peter Bertschmann. Send copies to the Boston Globe, the Herald, the Boston Phoenix and to the IBEW 2222. We as members of the women's community must let NYNEX and NET know we are watching and waiting for their response.

Ellen Carver
Pres. Boston NOW

In Solidarity,

Jean Parker
Pres. Greater Boston CLUW

Mr. Peter Bertschmann
New England Telephone
185 Franklin St
Boston, Ma. 02107

Adele Stacy
IBEW 2222
122 Quincy Shore Drive
N. Quincy, Ma. 02171-1529

"CLUW WORKS FOR US"

BAD CONNECTION?

I'm writing in reference to Maureen Dezell's article about the best businesses to work for in Boston (News, August 4). As a longtime New England Telephone worker now on strike, I would like to point out a few differences.

1) *Leave for dependents.* The company will grant leave but not pay wages for even a single week of it; so how many people can afford to take a leave?

2) *Flex time.* The only flex time we see is when we're late more than five times in a year (no excuses for subway delays, car problems, etc.); then we get a letter in our personnel folder and, the next time, a suspension — even if we're only five minutes late. No chance is given to work late in the day to make up the time.

3) *Outside contractors.* The company hires contractors from Georgia to lay wire and cable for years at a time; their trucks aren't registered in Massachusetts, and local preference is not used.

4) *Inside contractors.* The company hires retired (mostly management) employees who get a pension and larger pay than anyone on their floor, therefore denying permanent employees a chance for advancement and extra money.

5) *Our time.* We are forced to work Saturdays at straight pay and made to take a day off during the week while management (first level) does our work and never has to take a weekday off and gets overtime almost every week.

6) *Health benefits.* Over many years we were offered the choice of medical benefits or larger raises; we chose the medical benefits. This company made so much profit last year it was told to reduce its rates.

7) *Calls are monitored,* leading to stress for employees, who never know when they are being listened in on. (The public also is unaware of when it is being listened in on.)

8) *Operators have to ask permission* to go to the bathroom and only one at a time can go.

Name withheld.
Weymouth.

Maureen Dezell replies:

We contacted Peter Bertschmann, vice-president for human resources at New England Telephone, to ask him about the phone company's leave and flex-time policies — two matters we looked at in the article that the writer of this letter addresses.

Bertschmann said that extended pregnancy leave at the phone company

is unpaid, as it is at most major corporations. As for the flex-time issue, he confirmed that the company has a flex-time policy, and said, "Bad managers do things like that [unfairly penalizing workers for lateness]. Out of 6000 managers, there are going to be some lousy managers, just like there are some lousy workers."

Bertschmann said the company's contract with its employee union calls for workers to be available for scheduling five days a week including Saturday.

He called the writer's assertions that calls are monitored and that operators have to ask permission to go to the bathroom examples of managers using "poor judgment," and said these practices do not reflect company policy. "If these kinds of things are going on, I want to know about it, and we'll fix it," he said.

Women activists say Nynex plan is discriminatory

By Teresa Mullin
Contributing Reporter

Women's rights activists gathered downtown yesterday to charge that Nynex Corp.'s contract proposal would widen the pay gap between men and women. And they repeated their call for area residents to withhold payment on their telephone bills until the strike ends.

"We want to send a message to Nynex that the women's community is watching what happens at negotiations," said Joanie Parker, president of the Boston Coalition of Labor Union Women.

Striking Nynex Corp. workers are using the strike to highlight the concerns of some women who work at New England Telephone who say they are displeased with the company's treatment of women.

Union leaders said that although concerns about women in the company have not been a main issue in the strike, which centers around NET's medical cov-

WOMEN, Page 26



IBEW business agent Adele Stacy (right) speaks with Boston NOW president Ellen Convisser about women's issues in the Nynex strike. Stacy addressed a recent meeting of NOW, which yesterday joined other activist groups in backing the strikers. Related story, Page 26.

Activists cite bias in Nynex plan

■ WOMEN

Continued from Page 25

erage for employees, the concerns will enter into the bargaining talks in the form of the union pressing for changes sought by women at the company.

Specifically, union leaders said, women at the company tend to work in lower-paying jobs, and so have less to gain from the proposed bonus pay, which will be a one-time payment not counted as base pay when wage increases are determined.

In addition, union leaders said, they are seeking upgraded contract language which will place some women in higher wage categories because their jobs have become more complicated as technology has advanced.

"The phone company sort of paints this picture to the public that they're really sympathetic to women's issues," said Myles Calvey, business manager of Local 2222 of the International Brotherhood of Electrical Workers. Calvey said of women workers at the company, "Because of their stations and the wage schedules that they're in, they will be the most adversely affected" by the proposed contract.

"The predominantly female groups, the clerical, accounting, technical groups, their wages are

not growing as quickly as the craft areas, which are predominantly male," Calvey said.

Peter Cronin, spokesman for Nynex subsidiary New England Telephone, said the company does not limit women to certain occupations, and in no way discriminates against them.

"We are an equal opportunity employer," Cronin said. "Our jobs are open to candidates without any consideration for sex."

He declined to discuss the charges in detail, noting that negotiations are continuing and "it would be inappropriate to discuss the issues that are before the negotiators outside that forum."

The contract proposed before the strike began would give all company workers a 5 percent wage increase the first year - including a lump-sum not to be counted as base pay when calculating future increases - followed by 2 percent increases for the next two years. The union's claim is that because many of the women work in lesser-paid company jobs to begin with, their wages will increase at a slower rate than men's wages.

At yesterday's press conference, the women's rights activists announced a study conducted by the Institute for Women's Policy Research in Washington that concluded, "Because this proposal would increase the base wages of lower-paid, clerical workers (largely female) by a significantly lesser amount than it would the base wages of higher-paid mechanics and repair workers (largely male), it can be viewed as an antipay equity policy that would increase inequality between women and men in the industry."

The study, commissioned by the Communications Workers of America, one of the unions representing the strikers, said the contract proposal would increase the

wage gap by reducing the current 74.4 cents earned by union women for every \$1.00 earned by union men, to 73.6 cents for every \$1.00.

Adele Stacy, an IBEW business agent, said the strike highlights the status of women at New England Telephone because at least 60 percent of members of the IBEW are women and about 95 percent of the operators are women. NET would not provide figures about men and women at the company, but said that women comprise more than 40 percent of the management force, including first level management, and that in nonmanagement ranks the number of women is about equal to the number of men.

The union also raises specific concerns about the day-to-day work environment of operators, a group comprised mostly of women. According to union officials, operators put cones up on their desks to indicate they would like to go to the restroom. The waiting time before they can leave their seats is often excessive, the officials say.

NET spokesman Cronin said, "When all else fails, someone brings up the restroom issue. The reality is our customers respect and demand prompt service from operators and they wouldn't be very happy if they were told that service is delayed because all operators are in the restroom or out to lunch or making a personal call."

An information operator's average time spent with customers is monitored, officials said, and operators who average more than 16 seconds are subject to discipline. Also subject to discipline are operators who disconnect an information-seeker, even accidentally, the union maintains. Cronin would not discuss the company's disciplinary policies.

THE COMMONWEALTH OF MASSACHUSETTS
Division of Banks
MIDCOUNTRY BANK & TRUST, Norwood, Massachusetts has petitioned the Commissioner of Banks for permission to establish a branch office at Grove Street and Forge Hill Road, Franklin, Massachusetts pursuant to Massachusetts General Laws chapter 167C, section 3. Any objections or comments relative to this proposal must be communicated in writing to the Commissioner of Banks, Leverett Salticelli Building, 100 Cambridge Street, Boston, Massachusetts 02102, no later than September 15, 1989. A public hearing will not be held unless the response is considered significant by the Commissioner. The petitioner's Application, Community Reinvestment Act statement, and all communications relative to this application will be available for public inspection at the Division of Banks.

ANDREW J. CALAMARE
Commissioner of Banks



Join the
BETTER EDUCATION CAMPAIGN

Come to Our
KICK-OFF RALLY

Friday, September 22

7:00 p.m.

**Boston Teachers Union Hall
180 Mount Vernon Street
Dorchester
(next to Bayside Exposition Center)**

Food and Entertainment

Donation \$10.00

Paid for by the Better Education Campaign
JFK Station
P.O. Box 9341
Boston, MA 02114

C798 

BETTER EDUCATION CAMPAIGN

- ___ YES, I'LL JOIN YOU ON SEPTEMBER 22. I'VE ENCLOSED
\$_____.
- ___ I CAN'T ATTEND, BUT I'VE ENCLOSED \$_____.
- ___ I'M UNABLE TO CONTRIBUTE, BUT I WANT TO JOIN
THE BETTER EDUCATION CAMPAIGN.

NAME_____

ADDRESS_____

CITY_____ST_____ZIP_____

PHONE (H)_____ (W)_____

Paid for by the Better Education Campaign, P.O. Box 9341
JFK Station, Boston, MA 02114.

C798 



COMMITTEE IN FORMATION*

CARDL J. WRIGHT Co-Chair
Parent of BPS Graduates, Dorchester
TONY MOLINA, Co-Chair
Parent, Jamaica Plain
GEORGE JOE, Co-Chair
Parent, Brighton
VINCENT BUCHANAN, Treasurer
Parent, West Roxbury

ZAIDA, ADAMES
Parent, East Boston
DR. NATE ALLEN
Lena Park, Inc.; South End
NATHANIEL HAKIM ASKIA
Roxbury
ENEIDA BARRETO
Parent, Jamaica Plain
REV. TONY BETHEL
First Church of God, Roxbury
STEPHEN BING
Mass. Advocacy Center
LARRY BDRAN
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PABLO CALDERON
Jamaica Plain
FERDINAND COLLOREDDO-MANSFELD
President, Cabot, Cabot & Forbes
PAT CONROY
Roslindale
JOSEPH CRONIN
President, Mass. Higher Education Corp.
ELAINE FERSH
Parent, Brighton
CLARABEL GALDON
Jamaica Plain
TIMOTHY GALVIN
Retired BPS Principal; Hyde Park
HERBERT GLEASON
Beacon Hill
ELNAVIA GREENE
Parent, Mattapan
KEN GUSCOTT
South End
HUBIE JONES
Dean, BU School of Social Work
LLOYD KING
Roxbury
PETER LODNEY
Charlestown
ELAM MBURU
South End
VINCENT MCCARTHY
Brighton
JDAN McGRATH
Roslindale
BILL MEINHOFER
Sociedad Latina; Hyde Park
HASSAN MINDR
The Partnership, Inc.
MARTY NEE
South Boston
THONG NGUYEN
Vietnamese Parents Council; Dorchester
MARGARET NDCE
Jamaica Plain
HELEN PANKEY
Dorchester
CINDY POLITCH
Special Ed Pac, Roslindale
PEDRO POSADA
Brighton
LUIS PRADD
Jamaica Plain
MICHAEL PROKOSCH
Parent; Dorchester
LORETTA ROACH
Parent of BPS Graduates, Dorchester
CARMEN L. ROBLES
Parent of BPS Graduates; Jamaica Plain
KEVIN ROCHE
Charlestown
ALBA SOLAND
Parent, Mattapan
KATHY STAPLETON
South Boston
REV. CHARLES R. STITH
Union United Methodist Church, South End
APRIL TANG
Parent; South End
RICHARD TAYLOR
Taylor Properties, Roxbury
REV. MIKAIL THOMAS, SR.
Charles St. A.M.E. Church, Roxbury
LUIS VELEZ
Roxbury Youthworks, Jamaica Plain
RADUEL D. VELEZ
Jamaica Plain
DR. JDAN WALLACE-BENJAMIN
Dorchester
NEDRA WILLIAMS
Roxbury

Better Education Campaign

JFK Station
P.O. Box 9341
Boston, MA 02114

epc mty.
of

September, 1989

Dear Friend,

Imagine a school system that works for our kids, where decisions are made on time and where the interests of children come first.

Imagine a school system where children master the skills of reading, writing and computing, where they learn to think critically and where they develop the self-esteem necessary for success.

Imagine a school system which allows principals, teachers and parents to work together at the local school level without having to deal with an unwieldy bureaucracy. Imagine a school system where successful teachers are recognized and resources are not lost on the way to the classroom.

Boston's schools are in a state of crisis and instability. The time for decisive action is now. Join us for the **KICKOFF RALLY** for the Better Education Campaign on:

Friday, September 22

7:00 p.m.


Boston Teachers Union Hall (next to the Bayside Exposition Center)

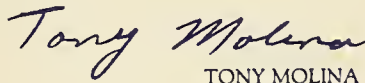
The parents, taxpayers and children of Boston have long been frustrated by a history of failed decision-making. While some urban school systems are on the road to progress, the Boston school system is not. Boston's schools are stuck in a status quo that no one accepts, even though school spending has gone up dramatically and Boston is the second most costly urban school system in America.

We have a chance to change all that in a fundamental way on November 7th by creating a new vision for the Boston Public Schools and a new school board, recruited by a community-based nominating panel and appointed by the mayor. This will create the kind of reform that will bring accountability to Boston's schools. Change has already begun with a student assignment plan that gives parents more choice, with newly elected representative school Zone Planning Councils and with a \$165 million plan to fix up school buildings. Without effective, accountable governance these reforms will not have a chance to succeed.

We all know what can happen when we work together. Come join with people willing to act. **We look forward to seeing you September 22.**

Sincerely,


CAROL J. WRIGHT
Co-Chair
Dorchester


TONY MOLINA
Co-Chair
Jamaica Plain


GEORGE JOE
Co-Chair
Brighton


VINCENT C. BUCHANAN
Treasurer
West Roxbury

COMMITTEE IN FORMATION*

CAROL J. WRIGHT, Co-Chair
Parent of BPS Graduates, Dorchester
TONY MOLINA, Co-Chair
Parent, Jamaica Plain
GEORGE JOE, Co-Chair
Parent, Brighton
VINCENT BUCHANAN, Treasurer
Parent, West Roxbury

EX-100

Better Education Campaign

JFK Station
P.O. Box 9341
Boston, MA 02114

September, 1989

ZAIDA, ADAMES
Parent, East Boston
DR. NATE ALLEN
Lena Park, Inc., South End
NATHANIEL HAKIM ASKIA
Roxbury
ENEIDA BARRETO
Parent, Jamaica Plain
REV. TONY BETHEL
First Church of God, Roxbury
STEPHEN BING
Mass. Advocacy Center
LARRY BORAN
West Roxbury
PABLO CALOERON
Jamaica Plain
FERDINANDO COLLOREDO-MANSFELD
President, Cabot, Cabot & Forbes
PAT CONROY
Roslindale
JOSEPH CRONIN
President, Mass. Higher Education Corp.
ELAINE FERSH
Parent, Brighton
CLARIBEL GALOON
Jamaica Plain
TIMOTHY GALVIN
Retired BPS Principal, Hyde Park
HERBERT GLEASON
Beacon Hill
ELNAVIA GREENE
Parent, Mattapan
KEN GUSCOTT
South End
HUBIE JONES
Dean, BU School of Social Work
LLOYD KING
Roxbury
PETER LOONEY
Charlestown
ELAM MBURU
South End
VINCENT MCCARTHY
Brighton
JOAN McGRATH
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NEORA WILLIAMS
Roxbury

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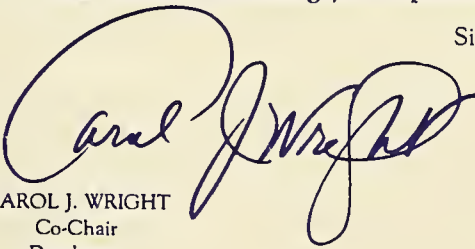
Boston Teachers Union Hall (next to the Bayside Exposition Center)

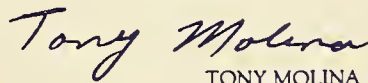
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Co-Chair
Dorchester


TONY MOLINA
Co-Chair
Jamaica Plain


GEORGE JOE
Co-Chair
Brighton


VINCENT C. BUCHANAN
Treasurer
West Roxbury

Join the
BETTER EDUCATION CAMPAIGN

Come to Our
KICK-OFF RALLY

Friday, September 22

7:00 p.m.

**Boston Teachers Union Hall
180 Mount Vernon Street
Dorchester
(next to Bayside Exposition Center)**

Food and Entertainment

Donation \$10.00

Paid for by the Better Education Campaign
JFK Station
P.O. Box 9341
Boston, MA 02114

C798 

BETTER EDUCATION CAMPAIGN

____ YES, I'LL JOIN YOU ON SEPTEMBER 22. I'VE ENCLOSED
\$_____.

____ I CAN'T ATTEND, BUT I'VE ENCLOSED \$_____.

____ I'M UNABLE TO CONTRIBUTE, BUT I WANT TO JOIN
THE BETTER EDUCATION CAMPAIGN.

NAME_____

ADDRESS_____

CITY_____ST_____ZIP_____

PHONE (H)_____ (W)_____

Paid for by the Better Education Campaign, P.O. Box 9341
JFK Station, Boston, MA 02114.

C798 

Better Education Campaign

JFK Station

P.O. Box 9341

Boston, MA 02114





Labor Affairs Office
173 Worcester Street
Wellesley, Massachusetts 02181
617/956-3178
617/956-3169

IMPORTANT ADMINISTRATIVE UPDATE

COORDINATION OF BENEFITS

Everyone knows that health care costs have risen rapidly over the past few years. You're concerned about it - and so is Blue Cross and Blue Shield. That's why the Labor Affairs Office wants you to know about an administrative change in the way we coordinate benefits with other insurers.

We are beginning to phase in a new approach to paying claims for which more than one party may have liability. With this new benefit coordination method, known as "pursue and pay", we will identify any and all parties who may be responsible for your covered member's health care costs and pursue them for payment before we pay a claim under your health plan. Examples of other parties we may pursue are: another health plan, if it is the primary insurer of the patient; a Workers' Compensation program, if the injury is work-related; or any negligent party identified in a lawsuit. In addition, we will automatically exclude the first \$2,000 in charges if a claim results from a motor vehicle accident, because a new state law now designates automobile insurance as the primary payor for that amount.

The pursue and pay method is widely used by commercial carriers. We, however, were not able to adopt this method because of certain terms in our master contract with Massachusetts hospitals. It was this year's contract, HA-31, that cleared the way for us to develop a pursue and pay program. (Currently, we use the "pay and pursue" method, in which we pay claims first and then identify and pursue any other liable parties for reimbursement.)

Under our new pursue and pay program, we will first check our data bases for information on other carriers insuring the patient. If more information is needed, or if we suspect Worker's Compensation or any other liability, we will write to the subscriber for additional information. If there is no other party liability, we will pay the claim. If the subscriber does not respond to our questionnaire, we will assume that other coverage exists and reject the claim. When other liability is identified, we will coordinate payments with these other parties.



The major advantage of the pursue and pay method is that it ensures that primary responsibility for an incurred expense is quickly and accurately assigned to and paid by the correct party.

Additionally, the Division of Insurance has issued final Coordination of Benefits regulations which will affect the order in which insurance plans pay their claims when a person is covered by more than one plan. There are several key points you should know about the new provisions.

The regulations permit non-group to non-group COB and allow student health plans to be written as "excess only," or always as secondary plans. They also state that the birthday rule, which dictates that the plan of the spouse whose birthday falls earlier in the year is primary, will govern if the primary and secondary plans have gender and birthday rules that conflict. Prior to the regulations, the opposite was true. Lastly, the regulations do not permit the secondary plan to reduce benefits for failure to follow the primary plan's managed care requirements.

We are in the process of evaluating these regulations and will advise you when they will affect your group.

As always, feel free to contact the Labor Affairs Office if we can assist you or the member you represent.

John Coughlin
Director

Gerry King
Manager

September 1, 1989

Mass. AFL-CIO Voter Reg. COPE
8 Beacon Street 3rd Flr
Boston, Ma 02108

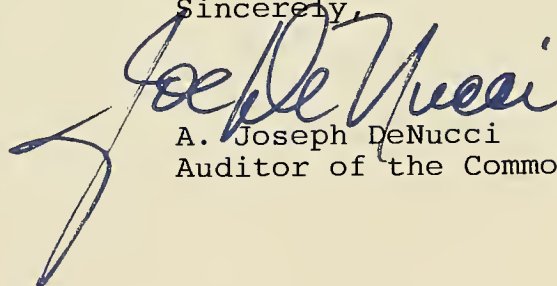
Dear Friends,

I would like to thank you for your generous contribution to my re-election effort. Your support helped make the Sports Legend reception a tremendous success. While the evening was a financial success, I am also very encouraged by the tremendous show of support by many people such as yourself. Your commitment to me indicates that you have faith in my service to state government.

As a public official, one of the most difficult tasks that I face is asking friends for political contributions. Through the kindness and generosity of friends such as yourself, my committee will be able to prepare for my upcoming re-election campaign in 1990.

Thanks again for your generosity, and more importantly, for your friendship.

Sincerely,

A handwritten signature in blue ink, appearing to read "A. Joseph DeNucci". The signature is stylized with a large, sweeping initial "A" and "J".

A. Joseph DeNucci
Auditor of the Commonwealth

AJD/sgm



The Commonwealth of Massachusetts
Office of the Secretary of State
State House

Boston, Massachusetts 02133

(617) 727-9180

Michael J. Connolly
Secretary of State

September 22, 1989

Mr. Arthur Osborn, President
Massachusetts AFL-CIO
8 Beacon Street
Boston, MA 02108

Dear Arthur,

I'd like to take this opportunity to thank you for participating in the "Archives Morning Lecture Series." Your remarks were informative, insightful and extremely well received. I was pleased to be able to kick off our fall speaking program on such a positive note.

I'm looking forward to seeing you at the Archives again this February when we open our "History of Labor" exhibit. In the meantime, feel free to call me at my office if I can help you in any way.

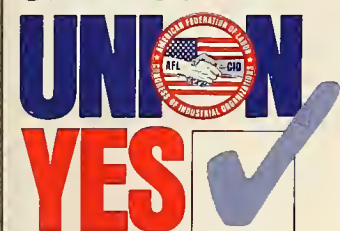
Thanks again for making Wednesday's program a success.

Sincerely,

A handwritten signature in dark ink that reads "Michael". The signature is fluid and cursive, with the first letter being a large, stylized 'M'.

Michael J. Connolly
Secretary of State

AMERICAN FEDERATION
OF LABOR AND CONGRESS
OF INDUSTRIAL ORGANIZATIONS



*File
& copy to - Union
Label*

September 22, 1989

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Lane Kirkland
President
Thomas R. Donahue
Secretary-Treasurer

Frederick O'Neal
Albert Shanker
Edward T. Hanley
Angelo Fosco
Kenneth T. Blaylock
William W. Winpisinger
William H. Wynn
John DeConcini
Wayne E. Glenn
Joyce D. Miller
John J. Sweeney
James E. Hatfield
Barbara Hutchinson
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Larry Dugan Jr.
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Milan Stone
Gene Upshaw
Jay Mazur
Lenore Miller
Jack Sheinkman
John J. Barry
John A. Gannon
Sigurd Lucassen
William J. McCarthy

Mr. Arthur R. Osborn, President
Massachusetts AFL-CIO
8 Beacon Street, 3rd Floor
Boston, Massachusetts 02108

Dear President Osborn:

A number of affiliates asked for information on union overnight delivery services. Please note that Federal Express is completely non-union.

We want to remind you that union services are available for your urgent shipping needs as follows:

USPS Express Mail offers Post Office-to-Post Office service under the A label (by 10 AM) and Post Office-to-Addressee service under the B label (delivery in most cases before 12 noon). Special Express Mail pick-up boxes are located in most downtown areas. USPS is under contract with the APWU, NALC, and LIUNA.

UPS offers next-day service under the Red Label and second day service under the Blue Label. Delivery will be on the morning of the next day but no later than 12 noon. Special UPS pick-up boxes are in many building lobbies. UPS is under contract by the IAM and IBT.

Since a union service is available for overnight shipping, we urge you to use such union service in full support of our union sisters and brothers.

Sincerely and fraternally,

Edwin M. Schmidt, Director
Division of Reproduction,
Mailings and Subscriptions

EMS:jl
opeiu#2,afl-cio



C
Schedule
Bob
For Staff Meeting

The Commonwealth of Massachusetts
Executive Office of Labor
One Ashburton Place, Room 2112
Boston, MA 02108

MICHAEL S. DUKAKIS
GOVERNOR

PAUL J. EUSTACE
SECRETARY

TO: GIRO CARDINAL
FROM: PAUL EUSTACE
RE: RESPONSE TO FY 89 FOURTH QUARTER REPORT

Thank you for your final FY 89 report, received here August 23. Your report as I understand it reflects the Program's 4th quarter activities as well as a recounting of the Program's goals and objectives for the entire fiscal year. As such, I wanted to respond on a number of issues.

FOURTH QUARTER ACTIVITIES:

-I am pleased to hear of the good work the area program managers have done on identifying REB and workforce issues committee members. That is a great, valuable service.

-Please send the area program managers' weekly reports.

-What are the specific service needs identified and what was DWP's response to them?

-Why are there only 4 PIC meetings that were attended?

-There are 144 labor meetings that should happen quarterly; by my count there were 74, not 91, during the fourth quarter. Additionally, it appears from that list that well over half of those visited in the fourth quarter have been listed on earlier lists. The point of this outreach is to reach all of organized labor, yet there are still, after 6 years, probably less than one-third who have been visited to by the Program. This is a serious problem.

-What are the good training programs that you think the SDAs have done?

-Please be prepared to explain to me the third paragraph on page 6 of the report when we get together in early October. (The sentence starts "At every opportunity...").

FY 89 PROGRAM GOALS:

Newsletter: I would appreciate your making sure that this office sees any future copy for the Program's newsletter before it is published.

Inventory: My understanding has been that DWP would catalogue the inventories by the end of fiscal 89. Where is DWP on that?

Literature: the original goal was to have the literature done and distributed by January 30, 1989. In any event, as you know, budget restraints prohibiting newsletters DID NOT apply to the development of this literature.

Early Warning System: to the best of my knowledge, DWP did not hold any workshops on early warning signals in FY 89.

Notification: DWP has performed in an exemplary fashion on this goal.

Long Term Unemployed: as you know, we have have repeated conversations on this goal; if, as you indicate, this is not an appropriate goal for DWP, all that had to be done was to identify a substitute goal. Unfortunately, DWP did NOT do the goal and did NOT identify a replacement.

Good Jobs, Labor Market Knowledge, Education and Training Agenda and Special Project: according to your reports, no work happened on any of these goals. Again, if these were not appropriate, new ones should have been developed and most importantly, completed.

REPORT

Format: please put the supporting documentation at the back of the report as appendices (e.g., the listing of the areas that the area program managers are now assigned to and the listing of the meetings with labor people). This information does not need to be in the body of the report.

Content: generally speaking, each item in the Report should answer both "what" and "why" questions. Without this information, someone reading the Report is left with a extremely incomplete picture about what the Program is doing. The Report must reflect the why, how and to what end the Program's activities occur, as well as what actually happened.

For example, in making the comment that "APMs have been able to evaluate and assess the general needs of dislocated workers in each of their areas...", it is critical that you include, particularly in this summary Report, what those evaluations look like, by region. What do the APMs think the general needs of dislocated workers are? What are they specifically? Have they changed from last year? Do you agree with these evaluations? What DWP or you specifically are going to do as a result of the assessment and evaluation is what is critically important to the Report.

In another example, there are numerous times in the Report when it is not clear what is actually happening. For example, in making the observation that the Program is "working constructively with SDA for good training programs and good employment" the "what" needs to be filled in.

In order to make it clear what the Program is doing, each of your comments in the Report needs to give specific information on what and why and how it fits in with the overall plan to accomplish a goal/objective.

Area Program Managers' activities: I thought you were going to include a section on the consequences of the area program managers activities during the particular quarter. That is, not what they did, but what their collective activity means for the system and for dislocated workers.

cc Arthur Osborn
Bob Haynes
Pat Hanratty



AFSCME
in the public service

Local 17

American Federation of State, County and Municipal Employees

P. O. BOX 486 • BELCHERTOWN STATE SCHOOL • BELCHERTOWN, MA 01007 • 413-323-6774

PRESIDENT

Janet Ciejka

VICE PRESIDENT

Elaine Szczepanek

SECRETARY

Stasia Couture

TREASURER

Elizabeth Barnes

September 15, 1989

The Honorable Robert D. Wetmore
Room 409
State House
Boston, Mass. 02133

Dear Senator Wetmore:

I was informed by Joseph M. Bonavita, Director of A.F.S.C.M.E. Council 93 that I was named to serve on the committee to study the economic impact of the proposed closing of Belchertown State School.

I look forward to serving on the committee.

If meetings have already been held, would you kindly send me copies of the minutes. Also, would you inform me of dates, times and locations of future meetings.

Thank you.

Sincerely,

Janet A. Ciejka, President
A.F.S.C.M.E. Local 17

JAC/sc

cc: Joseph M. Bonavita, Director, A.F.S.C.M.E. Council 93
Arthur Osborn, President, Massachusetts AFL-CIO
file

C

Senator Sal Albano

September 12, 1989

Burbank Sisters
Dear Friend:

I want to take this opportunity to express my sincere appreciation for your contribution to my campaign committee. I regret that I have not had the time to get back to you personally before this but, as you know, the times have dictated the making of tough decisions requiring long hours and constant vigilance.

Of course the major issue on our agenda has been the state's budget - the balancing of fiscal restraint, essential services and local aid. More than a few times this past legislative session we worked through the night grappling with the pending crisis. Unfortunately, regardless of the long hours worked by both legislators and staff, and battles won and lost, there were no winners this time around. And, now that the legislature is back in session, we will once again log long hours in our attempts to resolve our fiscal debacle.

However, the fiscal crisis notwithstanding, there were many positive actions taken during the last session and I thank you for your support in helping me be a part of that. I look forward to continuing the work that I have been involved in and I hope that we can continue to count on each other's continued support in making the Commonwealth a better place to live and work for all of us.

Again, thank you!

Sincerely,



Salvatore Albano
State Senator

SRA:cda

John Hancock Mutual Life Insurance Company

Corporate Communications

John Hancock Place
Post Office Box 111
Boston, Massachusetts 02117
(617) 572-6444

Mary K. Gallagher
Second Vice President
Public Relations



August 28, 1989

Mr. Arthur R. Osborn
President
Massachusetts/AFL-CIO
8 Beacon Street, 3rd floor
Boston, MA 02108

Dear Mr. Osborn:

Regarding your request to meet with an official of John Hancock on behalf of striking NYNEX and Eastern Airlines employees, we respectfully decline. We wish NYNEX, Eastern and their employees success in resolving their labor differences, but we believe it would be inappropriate for us to comment or attempt to interfere in the resolution of their internal policies.

In response to your questions of August 22, John Hancock has stated that it was among a group of several investors that -- well before the current labor difficulties -- financed the purchase of 12 aircraft, which subsequently were leased to Eastern and Continental Airlines through a third party arrangement. This transaction in no way gives us the authority to control or influence Eastern's labor policies, either legally or in light of usual business practices.

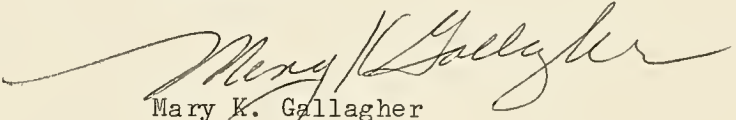
Hancock has no investments in Eastern Airlines, is not involved in Eastern's bankruptcy proceedings and is not represented on the creditors' committee in the bankruptcy proceeding. A.M. Best's Market Guide erroneously reported that Hancock had invested \$81 million in Eastern; we've notified Best of the error.

John Hancock has no authority to control or influence labor policies at NYNEX, either. NYNEX board chairman Delbert Staley, and NYNEX board members Richard Hill and Randolph Bromery, are members of John Hancock's board of directors. They meet once a month with other Hancock directors to discuss a business agenda for John Hancock. In that capacity, they help make business decisions for Hancock, but this is not, and should not be, a reciprocal relationship. Many Hancock executives serve on the boards of local corporations and community organizations, but those organizations have no authority to control or influence Hancock's internal policies.

CC: CWA
IBEW
Principal
officer

Regarding health care cost containment and reform, John Hancock is a leader among health insurers in providing cost containment programs for its corporate clients, and closely monitors legislative developments in this area. For example, Hancock's medical case management, hospital utilization review and patient advocate programs help employers to control skyrocketing health care costs. However, John Hancock is not the provider of health care benefits for Eastern or NYNEX and particular solutions on a company-by-company basis depend on numerous factors known only to those companies and their providers.

Sincerely,



Mary K. Gallagher

RPB/rzm



**CITY OF
H·O·P·E**

PRESIDENT
Abraham S. Bolsky

EXECUTIVE DIRECTOR
Dr. Sanford M. Shapero

REGIONAL DIRECTOR
Richard E. Egan

211 N. 13th STREET
PHILADELPHIA, PA 19107
215-854-8400
(FAX) 215-854-8486

September 18, 1989

Arthur R. Osborn, President
Massachusetts/AFL-CIO
8 Beacon Street
Boston MA 02108

Dear Arthur:

I am pleased to relate that through the combined hard work and efforts of the City of Hope and OPEIU Local 30 negotiating teams an agreement has been reached settling the labor dispute between the parties. The City of Hope National Medical Center is in harmony with all bargaining units.

Enclosed please find a copy of the article on this settlement published in the August 5, 1989 issue of the AFL-CIO News.

We are working to reestablish all our warm and historic ties with the American Labor Movement. Support from all national and local unions will enable the City of Hope to continue to fight successfully against cancer, leukemia, AIDS, diabetes and many other major catastrophic diseases.

With thanks and best regards, I remain

Sincerely and fraternally,

Richard E. Egan
National Labor Director

REE/sd
Encs.



First Trade Union Savings Bank, FSB

Created by and for working people.™

LISA DUNLEA

Assistant Vice President/
Marketing Officer

September 8, 1989

Dear Participant:

On behalf of the bank, I would like to take this opportunity to express my heartfelt appreciation for participating in this year's Family Inn Golf Classic. Because of support from people like you, our tournament was a success and we were able to make a donation of \$25,000 to the Family Inn.

Once again, thank you. Your generosity has helped to keep the dream and mission of the Family Inn alive by providing support to families in need of lodging. Because of you, the quality of life for people awaiting a transplant at the Family Inn can be sustained indeed.

Sincerely,

Lisa M. Dunlea
Assistant Vice President/
Marketing Officer

LMd:bh

C

HARVARD UNIVERSITY
TRADE UNION PROGRAM

DR. ELAINE BERNARD
Executive Director

51 BRATTLE STREET
SUITE 25
CAMBRIDGE, MA 02138
(617) 495-9265

September 18, 1989

Mr. Arthur Osborne
President
Massachusetts State Labor Council
8 Beacon Street, 3rd Floor
Boston, MA 02108

Dear President Osborne,

I am pleased to announce that we have scheduled our 79th Harvard Trade Union Program Session for January 16th through March 23rd, 1990. The brochure for this program will be out in a few weeks and I will send you a copy.

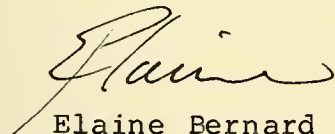
The curriculum will continue to be organized around the theme of strategic planning, with seven core courses and numerous topical seminars. As this is my first year organizing the Harvard Program, I would especially appreciate any suggestions or observations by members of the Union Advisory Board on the program.

I am looking forward to meeting you and am excited about the opportunity to work with the Union Advisory Board.

I would be delighted to have a leader or staff member from your union as a participant in the upcoming session.

Your ongoing involvement in and support of the Trade Union Program is greatly appreciated.

Sincerely,



Elaine Bernard
Executive Director



The Commonwealth of Massachusetts

House of Representatives

State House, Boston 02133

(617) 722-2116

September 19, 1989

Mr. Arthur Osborn, President
Massachusetts AFL-CIO
8 Beacon Street, 3rd floor
Boston, MA 02108

Dear Arthur,

Thank you for meeting with me on Thursday morning, September 14. I appreciate the opportunity that we had to discuss the newly established Legislative Children's Caucus and ways that we might work together to promote a thoughtful children's agenda in Massachusetts. I am delighted that you are willing to join with our legislative leaders to address the needs of our children and youth. I am confident that your leadership and support, and that of our union brothers and sisters, will make a tremendous difference to our kids and the future of the Commonwealth.

As soon as Speaker Keverian and Senate President Bulger confirm a date for the press conference to formally announce the creation of the Caucus, I will let you know. In the meantime, I will develop an informational document about the Caucus to be included in the materials that will be distributed at your upcoming convention.

It was a privilege for me to work with you as a member of the team that led to the impressive defeat on Question 2. I am delighted that we will have the chance to continue to collaborate on critical issues that benefit our Commonwealth.

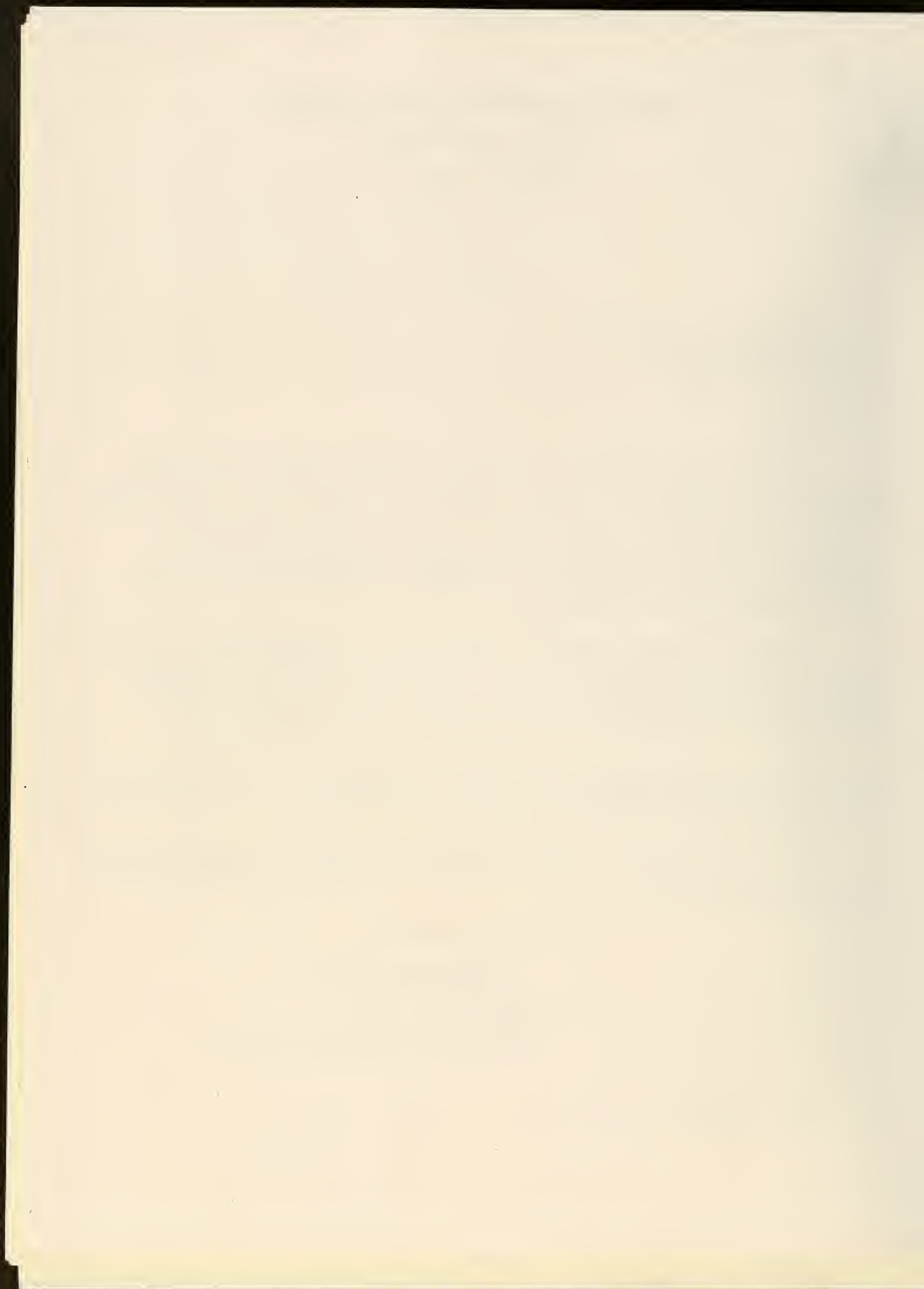
Your leadership and support mean a great deal to Representative Kevin Fitzgerald and me. Thank you again. Please call us whenever we can be of assistance.

Yours sincerely,

A handwritten signature in blue ink that reads 'Margaret Blood'.

MARGARET A. BLOOD
Executive Director
Legislative Children's Caucus

cc: Rep. Kevin W. Fitzgerald
John Laughlin



RL SCARBROUGH
sident

WELL DAILY
etary-Treasurer



ERT SEBERA
ce President Midwest
IE RUDD
ce President South
ED PEREZ
ce President West
ALD CONFESSORE
ce President East

FURNITURE WORKERS DIVISION
INTERNATIONAL UNION OF ELECTRONIC, ELECTRICAL, SALARIED,
MACHINE AND FURNITURE WORKERS, AFL-CIO

P.O. BOX 100037 • 1910 AIR LANE DRIVE • NASHVILLE, TENNESSEE 37210 • TELEPHONE: 615-889-8860

Please speak with LAZ

September 22, 1989

NOTICE OF TERMINATION OF STRIKE AND BOYCOTT

Harvey Industries
Local 376, FWD/IUE, AFL-CIO
Athens, Texas

We have been advised the strike has ended and the company has represented a beginning of a call-back of strikers. We have a contract, and the boycott must be called off.

President William Bywater has so advised the AFL-CIO of the termination of the strike and boycott. Please disregard our recent update of the letters requesting further action.

I would like to express our heartfelt thanks for all your efforts on our behalf.

Fraternally yours,

Lowell Daily

Lowell Daily
Secretary-Treasurer

LD/sl
opeiu #2 afl-cio

#1
Priority **1** Organize

